

GENERAL ORDINANCE NO. G *Reck*

AN ORDINANCE EXEMPTING PART-TIME  
EMPLOYEES EMPLOYED BY THE CITY OF  
FT. WAYNE FROM REPRESENTATION BY A  
COLLECTIVE BARGAINING UNIT.

WHEREAS, Section 40.01 (A) of the City Code for non-safety employees provides for bargaining unit representation for "all non-confidential, and non-supervisory employees of the city and its utilities..."; and

WHEREAS, no definition exists to determine the benefits of part-time individuals relative to their representation by a collective bargaining unit;

NOW THEREFORE BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. The first sentence of Section 40.01 (A) of the City Code is hereby amended to read as follows:

"(A) Application: This section shall apply to all full time, non-confidential and non-supervisory employees of the City and its utilities (other than those represented by the PBA, the FOP, and the IAFF Local 124 who are subject to a different section)."

SECTION 2. Section 40.01 (B) of the City Code is hereby amended by adding a new subsection (5), as follows:

"(5) FULL-TIME EMPLOYEE. An individual hired into a position of indefinite duration, normally working, or scheduled to work, at least forty (40) hours per week."

1                   SECTION 3. That the collective bargaining  
2 units currently representing employees of the City of  
3 Ft. Wayne shall be prohibited from representing  
4 individuals employed by the City of Ft. Wayne who are  
5 not full-time employees.

6                   SECTION 4. That no future collective  
7 bargaining agreement negotiated with the City or one of  
8 its collective bargaining units which represents city  
9 employees shall contain language allowing for the  
10 representation of employees other than full-time  
11 employees.

12                   SECTION 5. That this Ordinance shall be in  
13 full force and effect from and after its passage and  
14 any and all necessary approval by the Mayor and shall  
15 apply to all agreements entered into after its  
16 effective date.

17   
18 Council Member

19 APPROVED AS TO FORM  
20 AND LEGALITY

21   
22 J. Timothy McCaulay  
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Read the first time in full and on motion by Gia Quinta, seconded by \_\_\_\_\_, and duly adopted, read the second time by title and referred to the Committee on Regulations (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Common Council Conference Room 128, City-County Building, Fort Wayne, Indiana, on \_\_\_\_\_, the \_\_\_\_\_ day of \_\_\_\_\_, 19\_\_\_\_\_, at \_\_\_\_\_ o'clock \_\_\_\_\_ M., E.S.T.

DATED: 9-27-94

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Edmonds, seconded by \_\_\_\_\_, and duly adopted, placed on its passage. ~~PASSED~~ LOST by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES	<u>2</u>	<u>5</u>	<u>1</u>	<u>1</u>
BRADBURY		<u>✓</u>		
EDMONDS		<u>✓</u>		
GiaQUINTA				<u>✓</u>
HENRY		<u>✓</u>		
LONG			<u>✓</u>	
LUNSEY		<u>✓</u>		
RAVINE	<u>✓</u>			
SCHMIDT	<u>✓</u>			
TALARICO		<u>✓</u>		

DATED: 1-24-95

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as (ANNEXATION) (APPROPRIATION) (GENERAL) (SPECIAL) (ZONING) ORDINANCE RESOLUTION NO. \_\_\_\_\_

on the \_\_\_\_\_ day of \_\_\_\_\_, 19\_\_\_\_\_,

ATTEST:

(SEAL)

SANDRA E. KENNEDY, CITY CLERK

PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the \_\_\_\_\_ day of \_\_\_\_\_, 19\_\_\_\_\_, at the hour of \_\_\_\_\_ o'clock \_\_\_\_\_ M., E.S.T.

SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this \_\_\_\_\_ day of \_\_\_\_\_, 19\_\_\_\_\_, at the hour of \_\_\_\_\_ o'clock \_\_\_\_\_ M., E.S.T.

PAUL HELMKE, MAYOR

BILL NO. 18-94-09-27

REPORT OF THE COMMITTEE ON  
REGULATIONS  
CLETUS R. EDMONDS - REBECCA J. RAVINE - CO-CHAIR  
ALL COUNCIL MEMBERS

WE, YOUR COMMITTEE ON REGULATIONS TO WHOM WAS

REFERRED AN (ORDINANCE) (~~RESOLUTION~~) EXEMPTING PART-TIME  
EMPLOYEES EMPLOYED BY THE CITY OF FORT WAYNE FROM REPRESENTATION  
BY A COLLECTIVE BARGAINING UNIT

HAVE HAD SAID (ORDINANCE) (~~RESOLUTION~~) UNDER CONSIDERATION  
AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID  
(ORDINANCE) (~~RESOLUTION~~)

<u>DO PASS</u>	<u>DO NOT PASS</u>	<u>ABSTAIN</u>	<u>NO REC</u>
	<i>[Signature]</i>		
	<i>[Signature]</i>		
	<i>[Signature]</i>		
	<i>[Signature]</i>		
	<i>[Signature]</i>		

DATED: 1-24-95.

Sandra E. Kennedy  
City Clerk



# The City of Fort Wayne

Paul Helmke, Mayor

24-Hour Job Line (219) 427-1186  
Benefits Administration (219) 427-1198  
EEO/Affirmative Action (219) 427-1180  
Labor Relations (219) 427-1180  
Payroll (219) 427-1292  
Personnel (219) 427-1180  
TDD (219) 427-1180  
FAX (219) 427-1393

Department of Human Resources  
Room 380

## M E M O R A N D U M

To: Members of the City of Ft. Wayne Common Council  
From: Nelson Peters, Director of Human Resources  
Subject: Ordinance Prohibiting Representation of Part-Time  
Employees By a Bargaining Unit

Date: August 31, 1994

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Enclosed is an ordinance, which if passed, will prohibit the representation of part-time city employees by a bargaining unit. This ordinance is necessary to help define the rights and benefits of part-time employees under the city's Policy and Procedure Manual. Additionally, precluding the representation of these individuals will help to save unbudgeted dollars to pay for benefits.

I look forward to your favorable consideration of this ordinance. Should you have any questions, in the meantime, please don't hesitate to call.

Enclosure

92-94-09-27



Admn Appr \_\_\_\_\_

**DIGEST SHEET**

**TITLE OF ORDINANCE:** An Ordinance prohibiting Representation of Part-Time Employees By a Bargaining Unit.

**DEPARTMENT REQUESTING ORDINANCE:** Human Resources Department(8-31-94)

**SYNOPSIS OF ORDINANCE:** To prohibit the representation of part-time city employees by a bargaining unit. Helps define the rights and benefits of part-time employees under the city's Policy and Procedure Manual.

**EFFECT OF PASSAGE:** Prohibit representation of part-time employees by bargaining units.

**EFFECT OF NON-PASSAGE:** Part-time employees may be allowed to become members of bargaining unit.

**MONEY INVOLVED (DIRECT COSTS, EXPENDITURES, SAVINGS):** Saves unbudgeted dollars to pay for benefits.

**ASSIGNED TO COMMITTEE (PRESIDENT):** \_\_\_\_\_

PART TIME EMPLOYEES

9-94-09-27.

		FULL TIME 100%	PART TIME 22.53%
HOURS NOT WORKED		13.45	6.87
Vacation Pay	80.00	1,076.00	123.80
Personal Pay	64.00	860.80	99.04
Holiday Pay	80.00	1,076.00	123.80
Sick Pay	120.12	1,615.61	327.00
	344.12	4,628.41	673.65
Worked Pay	1735.88	23,347.59	2,686.33
ANNUAL WAGES PAID		27,976.00	3,359.98
FRINGES			
OASDI	6.20%	1,734.51	208.32
Medicare	1.45%	405.65	48.72
Employee Perf	3.00%	839.28	100.80
Employer Perf	5.00%	1,398.80	168.00
Insurance		3,500.00	3,500.00
		7,878.24	4,025.84
Total Wage Package & Fringe		35,854.24	7,385.82